

Nghe An, May 2026



REPORT FROM THE BOARD OF DIRECTORS

(Regarding: Dismissal of a Board of Directors member and election of additional Board of Directors member for the term 2025-2030)

To : The Annual General Meeting of Shareholders of VNECO4 Electricity Construction Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH2014, effective January 1, 2021;
- Pursuant to the Charter of VNECO4 Electricity Construction Joint Stock Company
- Pursuant to the resignation letter from Ms. Nguyen Thi Hoang Oanh as a member of the Board of Directors dated May 6, 2026.

The Board of Directors of VNECO4 Electricity Construction Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 the following content regarding the dismissal of a Board member and the election of a new Board member for the 2025-2030 term:

1. Dismissal of a member of the Board of Directors:

On May 6, 2026, Ms. Nguyen Thi Hoang Oanh, a member of the Board of Directors for the 2025-2030 term, submitted a resignation letter from her position as a member of the Board of Directors effective May 30, 2025, due to personal reasons.

Pursuant to the resignation request of Ms. Nguyen Thi Hoang Oanh, and to ensure the dismissal of the Board of Directors member is in accordance with the law, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 the dismissal of the following member:

Ms. Nguyen Thi Hoang Oanh – Member of the Board of Directors, term 2025-2030

Time: Ms. Nguyen Thi Hoang Oanh shall officially cease to hold their positions as members of the Board of Directors from the time the Resolution of the 2026 Annual General Meeting of Shareholders is approved in accordance with the laws and the Company's Charter.

2. Election of additional members to the Board of Directors for the 2025-2030 term.

In order to ensure the number of Board of Directors members complies with Article 26 of the Company's Charter, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of additional Board of Directors members for the term 2025-2030 as follows:

- The number of additional members to be elected to the Board of Directors is: 1 person.
- Classification of newly elected Board of Directors members: Independent Board members
- The term of office for the newly elected board member is: 2025-2030

The list of candidates for the supplementary election of Board members is compiled from individuals who meet the qualifications and conditions to become Board members and have submitted complete dossiers as stipulated in the Notice of Nomination and Candidacy for the Supplementary Election of Board Members of the Company. This list will be announced at the General Meeting before the election.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval!

**O.B.O BOARD OF DIRECTORS
CHAIRMAN**

Tran Quang Duc



Nghe An, May, 2026

BOARD OF DIRECTORS' PROPOSAL

(Re: Profit distribution and dividend plan for 2025)

To: The General Meeting of Shareholders of VNECO4 Electricity Construction JSC.

Pursuant to the Law on Enterprises No. 59/2020/QH14 effective from January 1, 2021;

Pursuant to the operating charter of VNECO 4 Electricity Construction JSC.

Pursuant to audited Financial Statements of VNECO4 Electricity Construction JSC, which has been audited by the International Auditing and Valuation Company Limited.

BOD of VNECO 4 Electricity Construction JSC respectfully presents to the shareholders' meeting the plan for profit distribution and dividend payment for 2025 as follows:

I. Dividend payout ratio:

TT	INDICATORS	AMOUNT (VND)
1	Undistributed after-tax profit	(4,529,946,834)
	Retained earnings from previous years	(4,635,560,552)
	Undistributed after-tax profit in 2025	105,613,718
2	Proposed distribution of after-tax profit	0
	Allocation to funds from after-tax profit	0
	Development Investment Fund (0% of after-tax profit)	0
	Charter Capital Supplement Reserve (0% of after-tax profit)	0
	Bonus Fund (0% of after-tax profit)	0
	Welfare Fund (0% of after-tax profit)	0
	Executive Management Bonus Fund (0% of after-tax profit)	0
	Dividend payment to shareholders – 0% of charter capital (Estimated)	0
3	Retained earnings carried forward	(4,529,946,834)

II. Form and Time of Payment:

Not implemented.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**O.B.O BOARD OF DIRECTORS
CHAIRMAN**

TRAN QUANG DUC

PROPOSAL

(Re: Approval of the audited financial statements for 2026)

To: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 effective from January 1, 2021;

Pursuant to the current Charter of Vneco4 Electricity Construction Joint Stock Company;

Pursuant to the 2025 business performance results and the financial position of Vneco4 Electricity Construction Joint Stock Company as at December 31, 2025, as audited and issued by International Auditing and Valuation Company Limited on March 20, 2026.

The Board of Directors of Vneco4 Electricity Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the above-mentioned audited Financial Statements. The full set of the audited 2025 Financial Statements has been disclosed in accordance with regulations, published on the Company's website, and enclosed with the meeting materials.

The Board of Directors would like to present the following key financial indicators as follows:

1. Key Financial Indicators

No.	ITEMS	2025 (VND)	2024 (VND)
I	TOTAL ASSETS	60,868,331,501	61,755,263,912
1	Current assets	51,836,966,487	52,144,497,748
2	Non-current assets	9,031,365,014	9,610,766,164
II	TOTAL SOURCES OF CAPITAL	60,868,331,501	61,755,263,912
1	LIABILITIES	50,858,580,356	51,851,126,485
	Current liabilities	47,871,913,386	47,673,590,156
	Non-current liabilities	2,986,666,970	4,177,536,329
2	OWNERS' EQUITY	10,009,751,145	9,904,137,427
III	BUSINESS RESULTS		
1	Net revenue	59,647,587,227	72,961,639,009
2	Gross profit	3,231,129,371	7,280,790,566
3	Other profit	1,504,558,188	495,156,670
4	Total profit before corporate income tax	343,595,730	627,670,848
5	Profit after corporate income tax	105,613,718	467,652,435

2. Auditor's Opinion

In our opinion, the financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its operations and cash flows for the fiscal year ended on that date, in accordance with

Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

**O.B.O. BOARD OF DIRECTORS
CHAIRMAN**

Tran Quang Duc

**VIETNAM ELECTRICITY CONSTRUCTION JOINT STOCK CORPORATION
VNECO4 ELECTRICITY CONSTRUCTION JOINT STOCK COMPANY**



**REPORT OF THE BOARD OF SUPERVISOR
TO THE 2026 GENERAL MEETING OF SHAREHOLDERS**

Nghe An, May , 2026

REPORT OF THE BOARD OF SUPERVISORS TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly at its 9th Session on June 17, 2020 and effective from January 1, 2021;

Pursuant to the Charter of VNECO4 Electricity Construction Joint Stock Company;

Pursuant to the resolution of the 2025 Annual General Meeting of Shareholders of VNECO4 Electricity Construction Joint Stock Company.

Pursuant to the Financial Statements for 2024 audited by International Auditing and Valuation Company Limited under Certificate No. 1507/2024/BCTC/JAV dated March 20, 2025 and the results of the supervisory inspections based on documents related to the Company's operations in 2025.

The Board of Supervisors respectfully reports to the 2026 General Meeting of Shareholders on the results of inspection and control of the Company's operations in 2025 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS

1. Members of the Board of Supervisors include:

- | | | |
|-------|-----------------|------------------------------------|
| + Mr: | Nguyen The Tam | Head of the Board of Supervisors |
| + Mr: | Dinh Ma Luong | Member of the Board of Supervisors |
| + Mr: | Nguyen The Hung | Member of the Board of Supervisors |

2. Activities of the Board of Supervisors:

Compliance with the laws, the Company's Charter on organization and operation, and the Resolution of the 2025 General Meeting of Shareholders in the management and administration of the Company's production and business activities

Specifically:

- Supervising the order and procedures for the issuance of the Company's documents to ensure compliance with the laws and the Company's Charter.

- Participating in meetings of the Company's Board of Directors and supervising the implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the Board of Management.

- Supervising the Company's information disclosure in accordance with the Law on Securities, and reviewing the transparency of the information disclosure process to ensure the interests of shareholders.

- Reviewing and evaluating figures in the Company's business performance reports and annual and semi-annual financial statements, while coordinating with the auditing firm to assess the impact of material accounting errors and financial statement issues.

During the performance of its duties, the Board of Supervisors received favorable support and cooperation from the Board of Directors, the Director of the Company, and the

relevant functional departments, enabling the Board of Supervisors to fulfill its responsibilities.

II. ASSESSMENT OF THE MANAGEMENT ACTIVITIES OF THE BOARD OF DIRECTORS AND THE DIRECTOR

1. Supervision of the management activities of the Board of Directors and the Board of Management of the Director in 2025.

- Through the supervision of the management and executive activities of the Board of Directors and the Director of the Company, the Board of Supervisors found no unusual signs in the management and administration of the Company.

- The reports on the activities of the Board of Directors and the Director of the Company accurately reflected the management activities as well as the direction and administration of the Company's operations. The documents and resolutions issued by the Board of Directors complied with the Law on Enterprises and the Company's Charter. The reports clearly stated the difficulties and impacts during the year, the achieved results, the outstanding matters that had not yet been completed, and the proposed solutions for implementation in 2025.

- The Board of Supervisors agrees with the reports evaluating the activities of the Board of Directors and the Director in 2025 in relation to all operational aspects of the Company.

2. Supervision and inspection of the implementation of the Resolution of the 2025 General Meeting of Shareholders

- Inspecting the implementation of the 2025 production and business targets approved under the Resolution of the 2025 General Meeting of Shareholders.

- Inspecting the payment of remuneration to the Board of Directors, the Board of Supervisors, and the Company Secretary in accordance with the Resolution of the 2025 General Meeting of Shareholders.

- The Board of Supervisors noted that the Company had not fully achieved the targets and plans for 2025 as approved by the Resolution of the 2025 General Meeting of Shareholders.

During the inspection process, the Board of Supervisors recognized that in 2025 the Board of Directors and the Board of Management had adopted positive measures in bidding activities and job acquisition efforts. The Company's departments and divisions also made considerable efforts in carrying out their assigned tasks, ensuring employment, income, and other benefits for employees.

3. Other activities:

The Company's operational procedures have complied with applicable laws; the policies and benefits for employees have been implemented in accordance with the Labor Code and the Company's Collective Labor Agreement, specifically as follows:

- Labor contracts have been executed in compliance with the provisions of the current Labor Code.

- Occupational safety training, annual health check-ups, and suitable job assignments based on the health condition of each direct worker have been organized and implemented, with adequate provision of labor protection equipment.

- Full and timely payment of social insurance, welfare benefits, salaries, and other employee entitlements has been carried out in accordance with regulations.

III. REVIEW OF THE REPORT ON BUSINESS AND PRODUCTION PERFORMANCE

No.	Indicators	Unit	2025 Plan	2025 Actual	Comparison of Actual vs. Plan 2025
1	Total revenue	Dong	115,088,000,000	59,647,587,227	51.82%
2	Profit after tax	Dong	922,000,000	105,613,718	11.45%
3	Dividend	%	0	0	

IV REVIEW OF THE FINANCIAL STATEMENTS

1. Review of the financial statements:

- The Company has applied the corporate accounting regime in accordance with the regulations of the Ministry of Finance. The 2025 financial statements were prepared and presented in compliance with the current Vietnamese Accounting Standards, accounting regulations, relevant legal provisions, and within the prescribed timeline.

- The accounting voucher and accounting book system was prepared, recorded clearly and fully, and maintained in accordance with applicable regulations.

- The 2025 financial statements were audited by International Auditing and Valuation Co., Ltd. on March 20, 2026.

- Information disclosure and reporting activities were carried out in compliance with applicable regulations and duly provided to relevant organizations.

Some key indicators of business performance:

No.	Indicators	Unit	2024	2025	Comparison between 2025 and 2024
1	Charter capital	Dong	10,280,000,000	10,280,000,000	100%
2	Total revenue	Dong	72,961,639,009	59,647,587,227	81.7%
3	Profit after tax	Dong	467,652,435	105,613,718	22.4%
4	Ratio of profit after tax to charter capital	%	4.5	1	22%

2. Company's financial position as at 31/12/2025

Unit: VND million

Indicators	31/12/2024	31/12/2025	Comparison between 2025 and 2024
I. Total assets (VND)	61,755,263,912	60,868,331,501	98.5%
1. Current assets (VND)	52,144,497,748	51,836,966,487	99.4%
2. Non-current assets (VND)	9,610,766,164	9,031,365,014	93.9%
II. Total liabilities and equity (VND)	61,755,263,912	60,868,331,501	98.5%
1. Liabilities (VND)	51,851,126,485	50,858,580,356	98.0%
3. Equity (VND)	9,904,137,427	10,009,751,145	101.0%

- In 2025, the Company basically fulfilled its obligations relating to taxes and social insurance.

- After review and examination, the Board of Supervisors agrees with the audit report issued by International Auditing and Valuation Co., Ltd. dated March 20, 2026 regarding the Company's financial statements for the year ended December 31, 2025.

V. RECEIPT AND RESOLUTION OF COMPLAINTS:

In 2025, the Board of Supervisors did not receive any complaints relating to the management and administration of the Company affecting the rights and interests of shareholders and employees, including petitions or recommendations requesting changes to the management and operational methods of the Board of Supervisors from shareholders or employees.

VI. WORK PLAN OF THE BOARD OF SUPERVISORS FOR 2026:

- To fully perform the duties and responsibilities of the Board of Supervisors in accordance with the Law on Enterprises and the Company's Charter.

- To carry out inspection and supervisory activities relating to the Company's business operations, finance, and investment activities.

- To supervise the Board of Directors and the Executive Management in implementing the Resolution of the 2025 Annual General Meeting of Shareholders.

- To perform other duties and responsibilities in accordance with the functions of the Board of Supervisors.

VII. RECOMMENDATIONS AND PROPOSALS:

Based on the review and assessment of the Company's activities in 2025, in order to improve the Company's operations in the coming period, the Board of Supervisors would like to make the following recommendations:

1. To continue maintaining and promoting bidding activities, seeking business opportunities, and researching the diversification of business lines.

2. To actively recover outstanding receivables.

3. To strengthen management activities in order to gradually remedy the accumulated losses in accordance with the commitments reported by the Company to the State Securities Commission and the Stock Exchange.

4. To strengthen human resources and personnel capacity to meet the requirements of production and business operations.

The above sets out the report on the performance of duties by the Board of Supervisors in 2025 and the work plan of the Board of Supervisors for 2026.

The Board of Supervisors respectfully welcomes and appreciates comments and contributions from esteemed shareholders regarding the activities of the Board of Supervisors so that it may continue to fulfill its duties and responsibilities more effectively.

Respectfully submitted to the 2026 General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE
BOARD OF SUPERVISORS**

HEAD OF THE BOARD

Nguyen The Tam

Nghe An, June 09, 2025



MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

A- Time, location and participants:

1. Time: Opening at 8:00 a.m., June 09, 2026.

2. Location: Hall of VNECO4 Electrical Construction JSC - No. 197 - Nguyen Truong To Street - Thanh Vinh Ward - Nghe An Province.

3. Report on the results of checking the percentage of shareholders attending the General Meeting:

+ At 8:00 a.m. on June 09, 2026, there were ... shareholders and authorized shareholders registered to attend the meeting, representing ... shares out of a total of 3,028,000 voting shares, accounting for ...%.

- According to the provisions of Enterprise Law No. 59/2020/QH14 and the Company's Charter, the 2026 Annual General Meeting of Shareholders of VNECO4 Electricity Construction JSC has met all the conditions to hold the meeting.

- Prior to the official opening of the General Meeting, the Organizing Committee received nominations and self-nominations for candidates to the Board of Directors and the Board of Supervisors for the 2025–2030 term from major shareholders, as follows:

+ Major shareholder Tran Quang Duc (holding 2,000,000 shares, representing 66.03% of the total voting shares of the Company) nominated the following candidate(s):

Mr. for nomination to the Board of Directors.

B- Meeting agenda:

1. Organize, state the reason and introduce delegates.

2. Introduce the Chairman and Secretary of the meeting.

+ Chairperson of the meeting: Tran Quang Duc – Chairman of the Board of Directors.

+ Secretary of the meeting: Le Thi Kieu Oanh.

3. Election of the Counting Committee:

The General Meeting of Shareholders elected the General Meeting's Election and Vote Counting Committee, consisting of the following gentlemen and ladies:

+ **Mr.** **Head of the Vote Counting Committee**

+ **Ms.** **Member**

+ **Ms.** **Member**

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

4. Approval of the content and agenda of the 2026 Annual General Meeting of Shareholders:

Mr. Tran Van Huy - Chairman presented the following issues:

- Content and agenda of the 2026 Annual General Meeting of Shareholders.

After Mr. Tran Van Huy presented the above contents, the General Meeting of Shareholders proceeded to vote and approve the above issues with the voting results according to the percentage of the total number of voting shares attending the Meeting, specifically as follows:

Voting to approve the agenda of the 2026 Annual General Meeting of Shareholders (The proposed agenda has been published on the Company's website at www.vneco4.com.vn)

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

Based on the vote counting results, the General Meeting of Shareholders approved all contents and the agenda of the Meeting.

5. Vote to approve the program of Regulations on organizing the General Meeting of Shareholders, Election Regulations at the General Meeting

Mr. Vo Hong Quan - Member of the Board of Supervisors read the Regulations on organizing the 2026 Annual General Meeting of Shareholders.

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

C. Meeting agenda:

I. Presenting the contents of reports and presentations at the meeting:

1. *Report on production and business results in 2025 and direction for implementing tasks in 2026.* (with attached documents)

Presenter: Nguyen Trung Phu – Member of the Board of Directors and Deputy Director of the Company.

2. *Report of the Board of Supervisors in 2025.* (with attached documents)

Presenter: Nguyen The Tam – Head of the Supervisory Board.

3. *Report on the Board of Directors' activities in 2025 and orientation plan for 2026.* (with attached documents)

Presenter: Mr. Ho Huu Phuoc, Member of Board of Directors - Director of the Company

4. *Proposal on the Audited financial report for 2025.* (with attached documents) - The Board of Directors authorized Mr. Hoang Dinh Khanh - Chief Accountant to read the report.

Presenter: Mr. Hoang Dinh Khanh - Chief Accountant of the Company.

5. *Proposal for selecting an independent auditor to review the semi-annual financial statements and audit the Company's financial statements for 2026* (with attached documents)

Presenter: Nguyen The Tam – Head of the Supervisory Board.

6. *Proposal on remuneration of members of the Board of Directors, Board of Supervisors and Company Secretary in 2026. (with attached documents)*

Presenter: Hoang Dinh Khanh – Chief Accountant of the Company.

7. *Proposal on profit distribution in 2025. (with attached documents)*

Presenter: Hoang Dinh Khanh – Chief Accountant of the Company.

8. *Proposal on increasing charter capital by private offering of shares. (with attached documents)*

Presenter: Mr. Ho Huu Phuoc – Member of Board of Directors.

11. *Conduct elections for the Board of Directors and Board of Supervisors for the 2025-2030 term*

The head of the counting committee reads the election regulations and distributes ballots.

II. The General Meeting discussed and voted to approve the following reports and proposals:

- Total number of ballots issued: ..., representing ... voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.
- Total number of ballots collected: ..., representing ... voting rights, accounting for ...% of the total voting rights of shareholders attending the meeting.
- Total number of ballots not collected: 0, representing 0 voting rights, accounting for 0.00% of the total voting rights of shareholders attending the meeting.

The detailed results are as follows:

1. *Report on production and business results in 2025 and direction for implementing tasks in 2026.*

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders.

2. *Report of the Board of Supervisors in 2025.*

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*

- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders.

3. Report on the Board of Directors' activities in 2025 and orientation plan for 2026.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

4. Proposal on the approval of the 2025 audited Financial Statements.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

5. Proposal on Authorization for the Board of Directors to decide on the selection of an auditing company to review the semi-annual financial statements and audit the Company's financial statements for 2026.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

6. Proposal on Approval of the remuneration of the Board of Directors, Board of Supervisors and Company Secretary in 2026 as follows:

- Remuneration for Chairman of the Board of Directors: 3,000,000 VND/month
- Board of Directors' remuneration: 2,000,000 VND/month/person
- Income level of Head of the specialized Control Board: 2,000,000 VND/month
- Salary of Person in charge of corporate governance: 2,000,000 VND/month/person
- Remuneration for Board of Supervisors members: 1,000,000 VND/month/person
- Company Secretary remuneration: 1,000,000 VND/month

+ Bonus levels applicable to the Company's Executive Management

- A bonus equal to 3% of profit after tax shall be granted upon achievement of the profit plan.
- A bonus equal to 5% of profit after tax shall be granted where the achieved profit reaches from 101% to 130% of the profit plan.
- A bonus equal to 10% of profit after tax shall be granted where the achieved profit reaches 131% or more of the profit plan.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

7. Proposal of the Profit distribution plan.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

8. Proposal of the plan to increase charter capital by private placement of shares and authorization to the Board of Directors to carry out relevant procedures and documentation in accordance with applicable regulations.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

9. Proposal on the dismissal and additional election of members of the Board of Directors for the 2025–2030 term

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: ... representing: ... votes, accounting for: ...% of the total number of votes of shareholders attending and voting.

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

10. Approval of the election results of the Board of Directors for the 2025-2030 term.

Total number of ballots issued: ..., representing ... voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.

Total number of ballots collected: ..., representing ... voting rights, accounting for ...% of the total voting rights of shareholders attending the meeting.

Total number of ballots not collected: 0, representing 0 voting rights, accounting for 0.00% of the total voting rights of shareholders attending the meeting.

Total number of valid ballots: ... representing: ... votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Detailed election results:

No.	Full Name	Number of Votes Received
1		
2		
3		

Thus, with the above election results, Mr.... was elected to the Board of Directors for the term 2025-2030 of the Company.

III. Approval of meeting minutes and resolutions:

1. Ms. Le Thi Kieu Oanh, Secretary of the General Meeting, presented the contents of the Minutes and Resolution, and collected shareholders' votes to approve the Minutes and Resolution of the General Meeting.

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

The 2026 Annual General Meeting of Shareholders of VNECO4 Power Construction JSC ended at 12:00 p.m. on the same day.

SECRETARY

CHAIRMAN

Le Thi Kieu Oanh

Tran Quang Duc

**VIETNAM ELECTRICITY
CONSTRUCTION JSC**

No.: 01 NQ/VNECO4-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Nghe An., June 09, 2026



RESOLUTION

**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VNECO4 ELECTRICAL CONSTRUCTION JSC**

- Pursuant to the Enterprises Law No. 59/2020/QH14 dated June 17, 2020, adopted by the National Assembly of the Socialist Republic of Vietnam, as amended by Law No. 03/2022/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its guiding documents;
- Pursuant to the charter of VNECO4 Power Construction JSC;
- Based on Minutes of Meeting No. 01 BB/VNECO4-ĐHĐCĐ The 2026 Annual General Meeting of Shareholders of VNECO4 Power Construction JSC will be held on June 09, 2026;

RESOLUTION:

Article 1: Approval of the Vote Counting Committee, Meeting Agenda, Meeting Working Regulations and Election Regulations.

Article 2: Approval of the 2025 Business and Production Activity Summary Report, the 2025 Financial Report audited by International Auditing and Valuation Company Limited with the following indicators:

Total revenue, income:	61,242,753,099 VND
Profit after tax:	105,613,718 VND

Article 3: Approval of the Board of Directors' 2025 Operational Report and the Board of Supervisors' 2025 Report.

Article 4: Approval of the 2025 profit distribution plan. In 2025, the reported accumulated after-tax profit is negative, so no profit will be distributed.

Article 5: Approve the 2026 production and business plan with the following main targets:

- Total revenue, income:	131,272,000,000 VND
- Profit after tax:	2,567,000,000 VND
- Dividend ratio/charter capital:	0%

Article 6: Authorizing the Board of Directors to decide on the selection of an independent auditing firm to audit the Company's semi-annual financial statements and audit the Company's 2026 financial statements.

Article 7: Approving the allowance levels of the Board of Directors, Board of Supervisors and Company Secretary in 2026, effective from June 1, 2026, as follows:

- Allowance for Chairman of the Board of Directors:	3,000,000 VND/month
- Allowance for Board of Directors members:	2,000,000 VND /month/person
- Allowance for Head of Supervisory Board:	2,000,000 VND /month

- Salary of Person in charge of corporate governance: 2,000,000 VND/month/person
- Allowance for Board of Supervisors members: 1,000,000 VND/month/person
- Company Secretary allowance: 1,000,000 VND/month
- Bonus levels applicable to the Company's Executive Management

+ A bonus equal to 3% of profit after tax shall be granted if the profit target is achieved.

+ A bonus equal to 5% of profit after tax shall be granted if the achieved profit reaches from 101% to 130% of the profit target.

+ A bonus equal to 10% of profit after tax shall be granted if the achieved profit reaches 131% or more of the profit target.

Article 8: Approval of the plan to increase charter capital by private placement of shares as in Proposal No. TT/HĐQT-VNECO4 dated June 09, 2026 authorization for the Board of Directors to carry out the necessary procedures and documentation in accordance with regulations.

Article 9: Approval of the dismissal of Ms. Nguyen Thi Hoang Oanh from the position of member of the Board of Directors for the 2025–2030 term and the additional election of a member of the Board of Directors for the 2025–2030 term.

Article 10: Approval of the results of the additional election of a member of the Board of Directors for the 2025–2030 term.

Accordingly, Mr. has been elected as a member of the Board of Directors for the 2025–2030 term..

Article 10: Implementation provisions: This Resolution consists of 02 pages, 10 articles, unanimously approved by the General Meeting of Shareholders in full at the meeting and takes effect from June 09, 2026. Members of the Board of Directors, Supervisory Board, and Board of Management are responsible for implementing this Resolution.

**O. B.O GENERAL MEETING OF SHAREHOLDERS
VNECO4 ELECTRICITY CONSTRUCTION JSC
CHAIRMAN**

Tran Quang Duc